

Candidate Privacy Policy

Effective date: 05.04.2023

Netstock Operating LLC, its subsidiaries and its associates (“Netstock”, “us”, “we”, or “our”) have updated our Candidate Privacy Policy. This page informs you of our policies regarding the collection, use, and disclosure of candidate personal data. We respect the privacy rights of individuals and are committed to handling personal data responsibly and in accordance with applicable law. This policy describes how we handle your personal information when you apply for a job role with us and the rights you have in connection with that information.

The term “Candidate” is used to refer to anyone who applies for a job role with us (whether on a permanent or contract basis)

We encourage you to review this page for the latest information on our privacy practices.

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1. Your Personal Information

When you apply for a job role with us, we will collect and disclose certain information directly from you as well as from third party sources. We will disclose your personal data outside of the group only if disclosure is consistent with a ground for processing on which we rely on and if doing so is lawfully and fair to you.



Information We collect from you or the recruiting agency

We collect and process some or all of the following types of information from you or the recruiting agency. Such information may include, but is not limited to:

- Information that you provide when you apply for a job role. This includes information provided through an online application, via email, at interviews and/or by any other method.
- We process personal details such as name, email address, address, contact number, identification number, qualifications, experience, information about your skills and experience and employment history that you provide to us.
- We keep a record of the interviews throughout the hiring process that we may conduct.

2. Use Case of Your Information

Lawful basis for processing

We rely on legitimate interest as the lawful basis on which we collect and use your personal information.

Purpose of Processing

- To determine candidate eligibility for a job role or position.
- To communicate with you throughout the recruitment process.
- To offer you an employment contract if you are successful.
- To perform background checks based on the role if you are successful.
- To verify candidate references and qualifications if you are successful.
- To comply with legal and regulatory requirements.

3. Additional Disclosures

Under the General Data protection Regulation (“GDPR”), if you are a candidate in the United Kingdom or the European Economic Area (EEA), we are required to provide you with additional information about our processing of your personal data.

4. Your Rights

Depending on where you are located, you may have certain rights in relation to your personal data. Candidates in the UK, South Africa, Australia and EEA may request access to the personal data we process, and/or to request an update, correct, restrict the processing of or delete the personal information that we hold about you.



You may also be entitled to object to the processing of your personal data. If you object to the processing of your personal data which is necessary for us to consider your application, we may not be able to process your application successfully.

If you would like to exercise any of your rights, or if you would like more information about these rights or the rights which may apply in your jurisdiction, please contact privacy@netstock.co, privacy.eu@netstock.co, privacy.uk@netstock.co

5. International transfers.

As a global organization headquartered in the United States, we have employees across the EU, the UK, Australia, and South Africa. We may transfer your personal data outside of your territory to members of our Group as well as third parties.

These countries may have data protection laws that are different, and potentially less protective, than the laws of your own country. We have however and will continue to implement measures with any recipients of your personal data to ensure it remains protected in accordance with this Policy and applicable data protection laws and to ensure that the transfer is lawful and that there are appropriate security arrangements in place.

6. How long we retain your personal information

Your personal data will be stored in accordance with applicable laws and kept as long as needed to carry out the purposes described in this Policy. If you are successful with your application your personal data will be kept in accordance with our Employment Privacy Policy. We will retain your personal data for the period of time required to comply with legal and regulatory requirements. After this period, we will securely destroy your personal data in accordance with our data retention policy, applicable laws and regulations.

7. Contact Information

If you have any questions about this Privacy Policy, please contact us:

By email: privacy@netstock.co, privacy.eu@netstock.co, privacy.uk@netstock.co

By post: NETSTOCK Holdings, Inc. 111 Congress Avenue, Suite 1140, Austin, TX 78701.